

**Independence Charter School
Board of Trustees Meeting
April 11, 2007 7:00 pm**

Board Members Present: Becky Baehr, Anyabwile Banko'le, Eric Cramer, Susan Gobreski, Sean Hennessy, Rosina Miller, Laval Miller-Wilson, Lisa Nelson-Haynes, Nicole Perkins Kilcullen, Pam Prell

Board Members Absent: Ryan Boyer, Michelle Campbell, Joana Davis-Diaz

Others Present: Ramzy Andrawos, Operations Manager; Sean Gallagher, Vice Principal; Jurate Krokys, Principal/CEO; Jerry Santilli, Santilli and Thomson; Megan Steelman, Administrative Assistant; Amy Leigh, Tienne Martin, ICS teachers; Alex Doty, Andrew Dunakin, Jane Fitzgerald, Maren Gaughan, Eugene Haynes, Steven Johns, Barbara Kilmartin, Stephanie Kindt, Tina Kluetmeier, Robin Kohles, Leland Lott, Lance Lukasiak, Kristin Nocco, Karl Olsen, Amy Rivera, & Cristina Vea, parents; Leslie Burton, ICS Nurse & Parent; Joel Bradshaw, Strategic Planning Consultant; Don Kligerman & Emily Wartchow, Development Consultants; Erinlyn Hobbs & Christine Murray, Holy Family Nursing Students.

I. Call to Order

President Rosina Miller called the meeting to order at 7:12pm. She reminded everyone of the ground rules that have been established for Board meetings.

II. Approval of Minutes

Rosina asked if there were any changes to be made to the March minutes that were circulated. Nicole stated that there were minor changes, such as Jerry Santilli was at the meeting in person, not by phone (note: the word motioned was also changed to moved). Nicole moved to accept the minutes; Susan seconded. The minutes were approved without further changes.

III. CEO Report

Jurate stated that two additional pieces to her report have been added: a list of all the National History Day projects prepared by the 7th & 8th grade students and a list of high schools to which ICS 8th graders have been accepted to so far. She explained that although we were first told that only the first and second place winners would be eligible to compete in the state competition, we have recently been informed that the third place winners have now been invited also. The National History Day organizers are in the process of identifying funding for that. Jurate also noted that she has been looking into the benefits of ICS joining the World Affairs Council. Rosina asked if there were any questions about the CEO report.

Nicole voiced concern that only 38% of ICS 8th graders are proficient or advanced on standardized tests. Jurate clarified that the 38% only accounts for students who are proficient or advanced in both math and reading and that students very often score much higher in one area than the other. The average in each area for our school is 55%, which is very close to the state average. Nicole also asked whether we have accurate test scores for this year, as opposed to last year's scores that were recently published in the Philadelphia Inquirer's "Report Card on Schools". Jurate stated that the cohorts, a particular group of students who progress through the grades, continue to show progress. She added that the city is considering looking at cohorts, as opposed to comparing one year's group of third graders to the next year's group of third graders. Susan stated that the question is "are we doing everything we can to educate the kids?" She

recommended that it would be nice for ICS to develop our own way of looking at how kids are doing, comparing correctly, as opposed to the state's method. Sean H. stated that it might make sense to compare our students' test score progress with the goals ICS set forth in its charter renewal application. Pam stated that is on the agenda for tomorrow's Curriculum Committee meeting. Rosina noted that we would then expect to hear more on this from Jurate and the Curriculum Committee.

IV. PTA Report

Cristina reported that there was no April PTA meeting due to Spring Break. She reminded everyone that lots of help is needed for the Silent Auction, which will take place on Saturday, May 12th. The PTA has been talking with Pr. Jurate about helping to fund a middle school art teacher position.

V. Teachers' Report

Amy reported that the brainstorming session, led by ICS parent Rona Buchalter, during the most recent Professional Development Day was well received and that people seemed to be very open and honest in sharing their opinions. She gave a public thank you to Rona Buchalter. Amy also reported that National History Day at the Constitution Center was very exciting for the student participants, as well as the staff; all 7th & 8th graders were entered in the event and all 6th graders came to the event to see the projects and presentations and lend support. ICS was the only school represented where entire classes participated. Students in the ESL program are being tested this month, as required by the state.

VI. Committee Reports

A. Development

Laval reported that the Board and ICS family campaigns are flat at this point. He made an appeal for all Board members to contribute so that we'll have a 100% participation rate. The Development Committee hasn't met since last month, but has been communicating.

Laval introduced two representatives, Don Kligerman and Emily Wartchow from Fairmount Ventures; ICS has contracted with them to compile a development plan. They gave a brief overview; Mr. Kligerman stated that in order to be successful with fundraising, you must 1) understand where the school fits in the realm of non-profits (to whom are we important and why), 2) delineate a compelling case for supporting our school, 3) the Board needs to give time and money and needs to make sure the CEO has time carved out of her schedule to work on fundraising, making sure that someone is assigned to complete tasks that the CEO won't be able to do while fundraising, and 4) develop a fundraising plan. Fairmount Ventures will assist by helping ICS develop a resource development plan, which is a path to success of finding diversified funding. It will also include a reasonable timeline for achieving goals. Fairmount Ventures will talk to internal and external informants; they will hold focus groups, as well as individual interviews. They will do prospect research to determine potential wealth of people already connected with ICS and will conduct peer analysis. The goal is to present a draft plan to the Board at its June 2007 meeting.

Laval thanked the presenters and also thanked the committee members who helped with the selection process. He also said that Fairmount Ventures may be helpful in assisting ICS to determine for which grants they should apply. Lisa asked whether the strategic plan will be integrated into the development plan. Laval stated that they will complement each other and that the big issue is how much ICS can raise. The strategic plan says \$2 million by 2010; but Laval said

he is not sure that is feasible. Anyabwile asked how the consultants will get peer information. Ms. Wartchow stated that is all a matter of public record; they look at annual reports and other documents like that. Nicole asked whether Fairmount Ventures also helps with implementation. Mr. Kligerman responded that a part of the plan will talk about implementation and that some groups choose to bring in consultants for that.

B. Human Resources

Becky stated that she circulated her report. Vice Principal Sean and Maestra Claudia are assisting with the second round of observations for this year. Rosina asked Becky to introduce the HR teacher pay scale resolution at this point in the meeting, since that impacts later discussion about the 2007-2008 budget. Susan pointed out that there is a typo in the draft. She also clarified that the committee wanted to assign a number to specific values of ICS. Becky added that the base pay has been increased significantly and that we are trying to reward things that are important to us and have included “bumps” after three and six years of teaching at ICS. Jurate stated that we value all our teachers, but that we have to respond to the marketplace. Becky stated that we have lots of intangibles, like having opportunities for brainstorming sessions like the one that took place recently. Nicole asked if teaching experience prior to ICS is accounted for; Becky said that it is. Eric stated that we need to re-state the sentence about teachers coming to ICS from foreign programs to make it clear that the policy is intended to provide equivalent salaries for equivalent positions; he also said that the \$750 per year sounds unclear, as do the sections about FMLA and classroom supplies. Susan suggested deleting the section about classroom supplies.

Amy asked for clarification as to whether the \$750 for years of experience and the \$750 cost of living increase are to take the place of the \$1,100 in the policy we’re currently under; Susan stated that this was designed to make it more explicit. Amy asked if a teacher is finishing her sixth year at ICS now, will she receive both a three and six year bump; Becky said that yes, that teacher would receive both. Nicole moved to accept the teacher pay scale with the noted changes; Pam seconded. The motion passed unanimously.

C. Finance

Sean asked Jerry to review the February financials. Jerry stated that ICS continues to be in good shape financially; he pointed out that line 17 is due to timing and will go away. He also said that line 96 notes Durham costs that were not budgeted. Sean moved the resolution regarding approving the February 2007 disbursements; Eric seconded. Eric asked what accounts for variances in professional services; Jerry stated that is due to teacher training. The motion passed unanimously.

Sean moved the resolution in regard to changing banks; Eric seconded. Sean asked Jerry to explain the reasoning for this. Jerry explained that ICS can earn between \$12,000 and \$15,000 with the new bank. Susan asked if the account will be fully insured. Jerry said it will be insured by both FDIC and Pennsylvania blanket coverage. The motion passed unanimously.

Sean asked Jerry to review the proposed budget. Jerry explained that although ICS expects to have 682 students enrolled next year, the budget is based on 675 students. This is done because if a student leaves ICS, the school may choose not to replace that student. The budget is based on a conservative estimate of a 3% increase from the School District and estimating an 8% increase in medical costs. Rent is also increasing. Jerry reminded the Board that as we told the bond

issuers, ICS needs to retain a cushion of at least \$300,000. He also pointed out that YET and Lenfest are not included in the budget; they will be added if ICS receives those grants again. Jerry stated that the ICS budget is moving in the right direction with 54% of the budget going towards instruction. The hope is to get to 60%; he stated that when there's just one school in a district, as is the case with ICS, administrative costs tend to run higher. He clarified that Support Services include items like the nurse, counselor and social worker. Building Operations include things like rent and utility repairs. He said that he also added a new section titled Curriculum; this includes the salaries of the two curriculum specialists and the new position of math coach. There is also a new position of Technology Specialist.

Sean moved the motion; Becky seconded. Susan asked what are the specialist positions and what are the five administrative positions that are listed in the summary. Jurate stated the specialists are: music, dance/movement, FLES Spanish, and art. Jerry stated that the administrative position number is a mistake; it should say "4" instead of "5." Susan asked where the WINGS staff is represented. Jerry stated that it includes one full-time coordinator position and a part-time assistant, but that the other WINGS staff are included elsewhere due to a lot of people working for both ICS and WINGS. Susan stated that she feels the Board needs to see who it is employing. Jerry stated that he can provide a report of how many hours of WINGS staff time we're using. Nicole stated that last year that Board was very concerned about making sure we have sufficient funds budgeted for technology and asked if that is included this year. Jerry stated that although no new technology initiatives are included, it does include a technology person and that position is not dependent on Lenfest. Becky asked what the overall increase is. Jerry stated it is a 5.5% increase. Laval asked why so much less is being spent on books this year. Jurate replied that we made major book expenditures last year and those books can be used for several years. Laval asked if the professional services line under Curriculum was for curriculum consultants. Jerry stated that it is. Laval asked whether that could be used if we wanted Fairmount Ventures to help with some grant applications. Pam stated the problem with that would be that we'd first need to anticipate how much ICS would get from the grant to determine whether we'd want to expend funds for that purpose. She added that she had thought this money would be used for things like having curriculum reviewed. Susan suggested that all consultants be placed under the "professional services" category and noted that she feels the Board needs to project how much it feels ICS will get in grants and add that into the budget. She added that although the Board revises the budget periodically, it needs to get better at projecting and that since we're reviewing the budget today, this would be a good time to add things that need to be added. Laval stated that the Development Committee expects to balance out—bring in about \$90,000 and expend about \$90,000.

Becky asked for clarification about the \$15,000 under the curriculum budget and the \$15,000 for teacher training. Jerry clarified that we had \$6,000 budgeted last year for curriculum development, but that nothing is budgeted for this year. Pam stated that this year the Curriculum Committee will need \$6,000 plus.

At this point in the meeting, Eric asked a clarifying question in regard to the teacher pay scale resolution that was passed earlier. He stated that he thought the pay scale was adopted at that time, as opposed to the pay scale and resolution #1. Eric moved resolution #1 with two changes: 1) changing the word "for" near the end of the last sentence to "over" and 2) adding "over the 2006-2007 salary" at the end. Becky seconded and the motion passed unanimously.

D. Curriculum

Pam reported that the Task Force is underway; it is addressing the feeling of two different schools, which creates tension. Parent Rona Buchalter facilitated a meeting with the teachers at the March professional development day; Rona's report will be circulated soon. Some issues that came out will need to be addressed at the Board level, some by administration and some by teachers. Some major points that were raised were that ICS needs to better emphasize that Spanish is taught here to all students and whenever we can have the kids from both programs working together, we should do that.

The Curriculum Committee recommends replicating this year's fifth grade model, blending FLES and Immersion students for language arts and social studies. The Committee has heard great things from parents, teachers and kids. The Committee also recommends that both immersion classes moving up to fifth grade next year have Spanish-speaking homeroom teachers. She added that since next year will be the first time that we'll have two Immersion fifth grades, the Committee will revisit this again next year.

E. Executive

Rosina reported that she is pleased to present the Strategic Plan, which the Board will vote on tonight. She reminded everyone that this document is the result of focus groups, individual interviews, a two-day retreat and several planning group committee meetings. During this process the plan was revised five times. She added that some progress has already been made and that once adopted, this plan will represent our focus and priorities and will be used as a management tool for the next three years. Rosina introduced consultant Joel Bradshaw and thanked him for his work during this planning process. Joel stated that he agrees that some progress has already been made and that he feels that comparing tonight's meeting with the first Board meeting he attended is like night and day.

Becky asked whether we'll be revising the plan as we make progress, for example, we've already made changes to the teacher salary scale. Joel replied that the "lay of the land" section should be seen as where you started. He added that you want to make sure you check back on the progress of the plan regularly, but you don't continually change it.

Susan moved resolution #2 to adopt the strategic plan; Sean seconded. The motion passed unanimously. Joel commented that as someone who was originally an educator, it has been a privilege to work with ICS and that this is a great school.

Rosina explained that the Board will be going into an Executive Session for part of tonight's meeting and reminded everyone that deliberation and voting on resolutions always needs to occur in a public forum. Since there are only five people signed up to speak during the Public Comment period tonight, Rosina proposed that the Public Comment period take place before the Executive Session; the Board agreed with that recommendation.

Rosina then asked Nicole to give a brief update on financing. Nicole explained that the April 2nd CHAD deadline to enter into a definitive agreement of sale expired without doing so due to: 1) we couldn't negotiate the agreed price, because an appraisal did not come in prior to the deadline, 2) we still have questions about shared expansion to have things like a gym, and 3) there are still questions about plans regarding the other tenant in the building. This means we

do not currently have a binding letter of intent and CHAD can now talk to other people. We also still have to work out some financing questions for this particular deal such as finding out whether we can get bond financing for a condo arrangement.

VII. Public Comment Period

Rosina opened up the public comment period, reminding everyone of the public comment ground rules that have been established.

- Eugene Haynes: I've been following the process of whether to stay or move and am concerned that we're still considering space in this building. There are three questions I have about the process: 1) why are we still considering this space, 2) how realistic would the build out be, and 3) how would this space accommodate expansion?
- Stephanie Kindt: I'm a parent and a former Board member and I'm assuming positive intent. If the Board wants to make a major decision such as removing the CEO, we'd need a 2/3 vote. We should need at least that much for a major facility decision. Would CHAD have more power than us when it would come to voting on things? It seems like many of the Facility Committee members have been excluded from this decision.
- Leslie Burton: I'm a staff member and a parent. The kids don't always get a chance to actually play in the park, sometimes they just get to walk there. I'm very concerned as the parent of an active boy about his being inside so much. The HVAC system has recycled air. I see a lot of kids who seem to be affected by this. Children need to run.
- Kristin Nocco: I don't know how the CHAD negotiations have been going. I know they haven't been the most responsive landlord. How will they be as a partner? Where are we at looking at other facilities? Are there other options? I don't think this is our only hope.
- Tina Kluetmeier: When I was a kid, we had gym and recess every day. Now our kids get movement class once a week. I have lots of health concerns for the children. Recent media information says that movement can even help on standardized test scores, even when taking socioeconomic factors into account. Why is the Board considering this space when they voted it down previously?

Rosina asked if any Board members would like to respond or comment.

Anyabwile stated that he thinks the Board needs to make sure to have all the needed information before making any decisions.

VIII. Executive Session

Rosina asked everyone except the Board to leave the room while the Board went into Executive Session at 9:37p.m. She explained that the three items to be discussed in this session are 1) counsel regarding real estate, 2) the need for a policy regarding distribution of letters and 3) a confidential personnel matter. The Board came out of this session at 10:55p.m.

IX. Old Business

Becky moved resolution #3 regarding the Liberty Square Agreement; Eric seconded. Anyabwile asked for clarification as to whether he's correct that this gives permission only to negotiate. Becky and Nicole stated that is the case and that they'd have to go back to the Board in order to agree to anything. Sean stated that since we haven't been successful so far in negotiating, he thinks we should consider other options and that he's uncomfortable with this as our only option. The vote was taken; the motion carried unanimously with seven votes in agreement and three abstentions by Sean, Anyabwile and Lisa.

X. New Business

Pam moved resolution #7 regarding a safety plan; Susan seconded. Jurate asked that since she is not a safety expert, will there be a committee with which the Board wants her to work? Pam stated that the Healthy Kids Committee had talked about Ramzy taking the lead on this and that the Board would be discussing any issues that came up in the report. Nicole suggested a friendly amendment of adding the word “known” before the phrase “safety concerns.” Eric asked whether we might want to bring in a consultant for this. Susan stated that she feels we need to address apparent concerns. A vote was taken and the motion passed unanimously with the addition of the word “known.”

Sean moved resolution #8 regarding a Facilities Task Force; Laval seconded. Sean stated this resolution is needed since the Facilities Committee had said they wouldn't be looking at other properties until they had specific parameters. Nicole clarified that the Committee felt they need more information before going forward. Susan stated that she feels we have a viable option on the table and that she has concerns as to who will be on this task force and for how long. She added that if the current option doesn't work out, then she'd support this. Susan moved to table the motion; Sean seconded. Eric stated that we need to keep our options open. Becky stated that she feels the full Board needs to make these decisions, not a task force. Rosina asked if the Board would feel comfortable tabling the motion if we ask the Facilities Committee to go back and get more information about the Hawthorne building and the North American Street site for the next meeting. A vote was taken. Three were opposed; six were in agreement. The motion was tabled

Sean moved resolution #9; Anyabwile seconded. Rosina explained that we are required to have this policy; Susan added that we basically mimicked the School District's policy. Eric stated that on page 2 under “exceptions,” we have to change the word “considered” to “shall be made.” Rosina stated that we would like to pass this tonight and amend it later. The motion passed unanimously.

Becky read a resolution that was not included in the agenda:

Be it hereby resolved that the ICS Board of Trustees authorizes the Executive Committee to negotiate the terms of an Agreement of Sale, including such other necessary and required documents, with CHAD and Designing Futures Foundation for the purchase of either the first and second floors of 105 South 7th Street or such other interest in the property that will render substantially the same result.

Be it hereby resolved that the ICS Board of Trustees authorizes the Executive Committee to retain counsel for negotiations with CHAD and Designing Futures Foundation for the potential purchase of the first and second floors of 105 South 7th Street or such other interest in the property that will render substantially the same result.

Laval seconded. The motion passed unanimously.

Anyabwile then gave an update on the Political Ad Hoc Committee activity. He stated that something that keeps coming up is whether or not there's been an appraisal done on the Durham building. He moved a verbal resolution directing the BOT to obtain an appraisal of Durham; Sean seconded. Rosina asked how much this would cost. Sean asked what the result would be if we got an appraisal; he added that he thinks it wouldn't cost any less than \$5,000. Nicole stated that she recently asked one of our attorneys why the bond company hadn't

required one when we were considering Durham and was told that was because when there are public bids, as with Durham, that confirms the value. Anyabwile stated that since the community doesn't want condos, maybe that will also effect the value. Pam stated that it's about a piece of property and moved to table the motion; Eric seconded. A vote was taken and the motion was tabled with one person opposed and one person abstaining.

XI. Adjournment

Anyabwile moved for adjournment; Lisa seconded. The meeting was adjourned at 11:27 p.m.

Handouts circulated at this meeting:

- Agenda
- Minutes from the March 2007 meeting
- CEO report
- Curriculum Committee notes from 5th grade teachers, regarding the 5th grade immersion model
- Development Committee report
- Finance Committee minutes
- February financial report
- Human Resources Committee report
- Ad Hoc Political Committee report

**Independence Charter School Board of Trustees Meeting
April 11, 2007**

RESOLUTIONS PASSED

TEACHER PAY SCALE

**Independence Charter School
Teacher Pay Policy**

The following shall be used to calculate the annual salary for full-time teachers. This does not apply to teaching assistants, administrative or support staff. Salaries for part-time teachers will be pro-rated according to this policy based on the number of classroom teaching hours worked. For teachers who come to ICS through teacher exchange programs and whose qualifications and experience are from countries other than the United States, a separate pay a policy will be implemented. In no event shall a foreign exchange teacher be paid more under the separate policy than they would if their salary is calculated under this policy. This separate pay policy is intended to provide equivalent salaries for equivalent qualifications.

Base Pay: **\$38,000***

Additional factors:

- **Years of K to 12 Teaching Experience:** **\$750/year**
This is given per year, beginning in the second year of teaching, capped at 12 (twelve) years. Awarded only for years in which a satisfactory or better evaluation is received.
- **Cost Of Living Increase:** **\$750/year**
For returning teachers: added to the base pay and awarded annually.

Additional compensation for teacher employed by ICS for multiple years is calculated as follows:
After completion of 3 (three) complete years of teaching at ICS for teachers possessing Pennsylvania Certification **\$1,500**

After completion of 3 (three) complete years of teaching at ICS for teachers NOT possessing Pennsylvania Certification **\$500**

After completion of 6 (six) complete years of teaching at ICS for teachers possessing Pennsylvania Certification **\$1,000**

After completion of 6 (six) complete years of teaching at ICS for teachers possessing Pennsylvania Certification **\$500** NOT

- **Masters Degree and Masters + 30 hours coursework:** **\$1,500 each**
Awarded with proper documentation, added to annual salary calculation and pro-rated. Eligibility for Master's Degree + 30 hours is subject to approval of the CEO and HR Committee. If a degree is awarded or coursework completed at any time other than before the start of the school year, the total amount of \$1,500 will be pro-rated accordingly.

- **Special Education:** **\$1,500**
Awarded to Special Education teachers who have Pennsylvania certification in Special Education.

Positions which require fluency in the Spanish Language **\$2,000**
For teachers hired as primary teachers for Immersion classrooms or as itinerant Spanish FLES teachers.

The following applies to Middle School positions only:

Positions which require Pennsylvania Middle School Certification in the subject area being taught. Limited to one certification. **\$750**

- **Additional Work Experience** **Up to \$1,000**

In limited circumstances, an amount within the range will be awarded to teachers for other work experience relevant to the ICS mission. Examples include time spent working in a foreign country, teaching intern experience and management experience. Requires verification and approval of the BOT as recommended by the CEO and Human Resources Committee.

Teaching intern experience for a full year. Maximum of two years **\$300**

Time (minimum 6 months) spent working in another country in an educational environment. Examples include Peace Corps work and similar experiences. **\$300**

Relevant management experience obtained post bachelors degree. **\$200 to \$400.**

* Assumes that the teacher holds Pennsylvania Instructional 1 Certification or other Pennsylvania Certification appropriate for the grade level and subject matter required for the position. For the purposes of this policy Emergency Certificates are specifically excluded. If the teacher does not possess an appropriate Pennsylvania Certification, the base pay is reduced to \$36,000.

For the purposes of calculating years of experience for this policy, a teacher who takes an FMLA qualified leave of 12 weeks or less shall be considered to have a complete year of teaching experience. Teachers who take a leave longer than 12 weeks shall receive an amount under this section that is pro-rated based on the length of the leave in excess of 12 weeks.

Additional Financial Benefits

• **Program Coordinators:** **\$1,000**

This amount will be given to teachers who are assigned additional program coordination responsibilities, beyond regular classroom duties. These positions shall be designated by the BOT annually. The CEO shall prepare a list of Coordinator positions for the school year, subject to approval by the BOT.

— **Tuition Reimbursement:** Teachers who have completed one year of teaching at ICS shall be eligible to up to \$1,200 per year tuition reimbursement for classes reasonably related to education. Reimbursement is based on two courses costing a maximum of \$600 each. Teachers are required to earn a grade of an A or a B (or an equivalent) in order to qualify for the reimbursement. First year teachers may be eligible for a loan, to be paid back by payroll deduction, for the purposes of tuition. To be eligible for tuition reimbursement, the CEO must approve the course in advance, and the teacher must document payment for the course and the grade achieved. (See ICS Policy Manual for more details on the Tuition Reimbursement Program at ICS.)

— **Professional Development:** Employees may be reimbursed for up to two hundred dollars (\$200) to attend professional development workshops during the school year. In addition, ICS pays teachers an amount of \$100 per day for mandatory professional development days prior to the start of the school year. See the ICS Policy Manual for specific information about these benefits.

TEACHER PAY SCALE POLICY

Whereas, employment as a teacher at ICS confers many benefits, many of which cannot be quantified or valued in a pecuniary manner; and

Whereas, the ICS Board of Trustees desires to implement a competitive compensation plan for ICS teachers;

Now, therefore, be it hereby resolved that the ICS Board of Trustees adopt the attached Teacher Pay Policy, to take effect beginning in the 2007-2008 school year. The policy will apply to all teachers at ICS, except that if any returning teacher would be paid less under this policy than under the previous Teacher Pay Policy, that teacher will be entitled to an increase in pay for the 2007-2008 school year of no less than \$1,100 over the 2006-2007 salary.

STRATEGIC PLAN ADOPTION

Be it hereby resolved that the ICS Board of Trustees adopts the 2007 Strategic Plan as presented.

LIBERTY SQUARE AGREEMENT

Be it hereby resolved that the ICS Board of Trustees authorizes the Executive Committee to negotiate and execute a Definitive Agreement of Sale with CHAD and Designing Futures for the purchase of the first and second floors of 105 South 7th Street under the terms and conditions as presented at the April 11, 2007 meeting of the BOT.

FEBRUARY DISBURSEMENTS

Be it resolved that the Independence Charter School Board of Trustees hereby approves disbursements from February 2007 in the amount of \$168,763.13 as detailed in the attachment.

BANK DEPOSITORY TRANSFER AND CREDIT CARD AUTHORIZATION

Be it resolved that the Independence Charter School Board of Trustees hereby names PNC Bank as an authorized school depository, and authorizes its business manager to transfer the current accounts from Wachovia to PNC. Be it further resolved that the Independence Charter School Board of Trustees authorizes three credit cards; one for the CEO, Operations Manager, and Business Manager, with reconciliations and supporting documentation to be prepared monthly by

each of the card holders.

2007-2008 BUDGET ADOPTION

Be it resolved that the Independence Charter School Board of Trustees hereby adopts the attached budget for the 2007-08 school year.

SAFETY PLAN

Whereas, safety of children and staff is the paramount concern of the Board of Directors;
Be it hereby resolved that the ICS BOT directs the CEO to draft and present to the Board at the May 2007 meeting a complete list of known safety concerns and an action and implementation plan that details specific plans and steps necessary to immediately resolve any issues, including any staffing and budgetary considerations.

SEXUAL HARASSMENT PREVENTION POLICY

Be it resolved that the Independence Charter School Board of Trustees hereby adopts the attached policy for preventing sexual harassment of students.

CHAD/DESIGNING FUTURES NEGOTIATIONS

Be it hereby resolved that the ICS Board of Trustees authorizes the Executive Committee to negotiate the terms of an Agreement of Sale, including such other necessary and required documents, with CHAD and Designing Futures Foundation for the purchase of either the first and second floors of 105 South 7th Street or such other interest in the property that will render substantially the same result.

Be it hereby resolved that the ICS Board of Trustees authorizes the Executive Committee to retain counsel for negotiations with CHAD and Designing Futures Foundation for the potential purchase of the first and second floors of 105 South 7th Street or such other interest in the property that will render substantially the same result.

Resolutions Tabled or Defeated

FACILITIES TASK FORCE

Be it resolved that the ICS Board of Trustees hereby resolves to form a Task Force to provide draft parameters to Board of Trustees, such parameters being needed to re-initiate a search for a facility to house ICS. These parameters will include: a) a time frame for desired purchase, construction and move-in date; b) the precise physical boundaries of the search area; c) the square foot space requirement of the facility as it relates to a Board of Trustees approved curriculum and general program (e.g. number of classrooms, total number of students, number and specificity of support classes, gym, etc.); and d) a specific budget for acquisition, renovation and transaction costs which will include which portion of the budget shall be derived from bond or other loan financing, which portion shall be derived from fundraising, and the dollar amount of the funds that will be available to commence any renovations to such facility, and the dollar amount of the funds that are expected to be available following commencement of construction or such later date through extended fundraising efforts.

DURHAM APPRAISAL

Be it hereby resolved that the Independence Charter School Board of Trustees hereby authorizes necessary expenditures to cover the cost of an up to date appraise on the Durham Property based on restricted usage.

Resolutions Withdrawn

None